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LABOR

GOSPLAN LABOR EXPERT EXAMINES ENTERPRISE CATEGORIES, WAGES

Moscow SOTSIALISTICHESKIY TRUD in Russian No 3, Mar 83 pp 43-47

[Article by V. Ponizov, senior expert in the Division of Labor of Gosplan USSR, candidate of economic sciences: "The Categorizing of Enterprises and the Payment for the Labor of Leading Workers"]

[Text] The distinctive characteristics of the labor involved in managing and servicing production at an enterprise place their stamp upon the organization of the wages of leading workers and the mechanism for differentiating salaries in accordance with the qualitative differences in their labor. The system of indicators used for classifying enterprises by payment groups for leading workers is a means with the help of which account is taken in the payment for labor of the differences in the sizes of enterprises and of their structural subdivisions, in the technical and organizational level of production, and in the amount and character of output produced.

The present system of indicators for categorizing enterprises was formed during the period of the introduction of the new wage conditions in production branches of the economy in 1972-1975. Sufficient time has passed to draw conclusions about the virtues and shortcomings of this system and to map out the directions for its further improvement in order that this can be taken into account at the time of the next rise in rates and salaries.

In industry enterprises now belong to one or another group depending upon the following factors: the amount and complexity of the output produced, the type of production, the technological process, and the equipment used. In individual branches account is also taken of the number of workers, the level of equipment supplies, the degree of its automation and mechanization, and also special conditions of economic work. The indicator of production volume in physical, value, or other terms, depending upon the character and degree of the homogeneity of the output produced, has been accepted as the basic one.

At the same time, it seems to us that the categorizing of enterprises on the basis of a consideration of production volume indicators does not always fully reflect the differences in the complexity of production management functions, since between the production volume indicator and the qualitative differences in the content of the labor of leading workers there exists not a direct but a more complicated dependence, with many variable factors connected with the

equipment level, the characteristics of the technology, the structure of management, and so forth. For this reason, production volume cannot be a universal indicator; it increases not only as a result of the commissioning of new capacities, but also as a result of the application of the achievements of science and engineering and of advanced technology, and the use of advanced experience. And it is obvious that the production volume indicators cannot be torn away from an improvement of output quality.

Of course, the number of workers is an objective criterion of the complexity of leadership, since it is more difficult to efficiently organize the labor of a large number of people. But there are shady sides in this indicator. If it is taken as the basis for determining an enterprise's category, then a direct interest arises among leading workers not in decreasing but in increasing the number of employees at an enterprise, since in this case an opportunity appears for moving to a higher category with the corresponding increase in salaries. But the situation requires that leading workers be financially interested in decreasing the size of personnel (even with an increased amount of production).

It is obvious that if the number of workers is taken into account in determining an enterprise's category, it is necessary at the same time to consider other evaluative indicators such as the degree of production mechanization, and the use of fixed productive capital.

The system for categorizing enterprises in industry stipulates a consideration of labor productivity, but this indicator is evaluated in different ways. Thus, in electric power engineering, nonferrous metallurgy, and the chemical mining industry the labor productivity indicator is regarded as one of the basic ones. At the same time, in other branches the level of labor productivity is used to correct the basic categorizing indicators. The following variants are admitted here.

1. An enterprise may be transferred to a higher salary group for leading workers if the labor productivity level exceeds the one stipulated by the 5-year plan, with a simultaneous rise in this level compared to the previous year's plan (coal industry).
2. An enterprise can be transferred to a higher group if planned labor productivity exceeds projected productivity by 10 percent and more, or if the planned labor productivity growth rates are 1.3-1.5 times greater than those in the 5-year plan (peat, cellulose and paper, timber, woodworking).
3. A ministry may increase the amount of production which is taken into account in determining an enterprise's group if labor productivity is 10-20 percent greater than the average in the given branch (food).
4. The amount of points calculated for the categorization indicators can be increased depending upon whether labor productivity growth rates exceed those established in the 5-year plan (machine building and metal working, the chemical industry).

5. An enterprise may be transferred to a lower salary group for leading workers if:

- a) planned labor productivity is lower than projected productivity or the productivity stipulated by the 5-year plan (coal, cellulose and paper, timber, woodworking);
- b) there is a lower labor productivity level at an enterprise than at similar enterprises (in all branches, with the exception of electric power engineering).

It cannot be acknowledged at the present time that the labor productivity indicator is being used sufficiently effectively in the enterprise categorization system. In a number of branches the quantitative parameters whose attainment would make it possible for an enterprise to orient itself toward a move to a higher group have not been established. In this connection, one of the demands in categorization should be the mandatory use of quantitative indicators which characterize an increase or the level of labor productivity. As is stipulated by the decree on improving the economic mechanism, in most cases use should be made of the labor productivity growth indicator calculated for net output (normative), and in individual branches--for other indicators which more accurately reflect changes in labor expenditures.

In analyzing the practice of categorization it has to be noted that ministries make poor use of their right to classify enterprises one group lower than the group determined on the basis of the established indicators in those cases when there is a lower labor productivity level at the enterprise than at similar enterprises.

In order to increase responsibility for a rise in labor productivity wider use should be made of the practice of a number of branches (coal, nonferrous metallurgy, the timber industry) in which an enterprise may be classified in a lower group if the labor productivity is lower than that stipulated for the planning year of the 5-year plan. In those places where a point evaluation is used the amount of points could be decreased for each percentage (point) of decrease in labor productivity growth rates compared with those established in the 5-year plan.

A shift to a higher group for the payment of leading workers is connected with an increase of 1.5-2 times of the labor productivity growth rates in the 5-year plan. For individual branches of industry these rates are practically unrealizable. In certain branches a movement to a higher group demands a substantial excess in the level of labor productivity--10 percent and more,--which is also beyond the powers of most enterprises. For this reason, in reviewing the enterprise categorization system it will be necessary to critically evaluate the labor productivity indicators being used from the point of view of their possible fulfillment, and to establish real requirements with regard to their level or growth rates.

The existing system of indicators provides for increased financial interest on the part of leading workers in increasing the production of high quality

output. The following indicators have been adopted for this purpose: the proportion of highest quality category products, and the amount of output produced with the State Token of Quality. In the food, light, and fish industries and at enterprises which produce musical instruments in determining the amount of production for the establishment of an enterprise's group output of the highest quality category and with the State Token of Quality is evaluated with the use of an increasing coefficient of 1.2.

In machine building and metal working the total number of points which are determined for the basic indicators (number of industrial production personnel and value of industrial production fixed capital with regard to the type of production and the complexity of the output produced) is increased in relation to the proportion of highest quality category output: with a proportion of from 10 to 20 percent--up to 10 percent, from 20 to 50 percent--from 10 to 20 percent, and more than 50 percent--from 20 to 30 percent.

In the chemical, petrochemical, chemical pharmaceutical, and microbiological industries the amount of points calculated for the basic indicators (volume of gross output, number of types of output, electricity consumption) is increased for every 10 percent of the production of highest quality output in the total production by 0.5 points, but no more than 2.

In addition, in all of the branches of industry enterprises may be classified in one group lower than the group which has been determined according to the established indicators with regard to the demands made upon output quality.

Note should be taken of the substantial increase in highest quality category output in the total volume of production in certain branches of industry in recent years (Table 1). In connection with this, the necessity has arisen for making certain changes in the branch systems of indicators which are considered in establishing an enterprise's leading worker payment group.

Table 1

Distribution of 1101 Surveyed Machine Building and Metal Working Enterprises
With Respect to Proportion of Highest Quality Category Output
In Total Production Volume

Leading Worker Payment Group of Enterprises	Proportion of Highest Quality Category Output in Total Production			
	Up to 10	10-20	20-50	More than 50
I	6.3	11.8	53.3	28.6
II	14.1	15.5	49.3	14.1
III	10.5	14.7	46.8	28.0
IV	16.6	21.4	47.1	14.9
V	14.9	16.4	35.8	32.8
VI	25.0	----	12.5	62.5
Total	12.3	15.9	47.3	24.5

At the present time the maximum value of the proportion of highest quality category output with the attainment of which a further increase in this indicator is not taken into account in categorizing enterprises comes to 50 percent in machine building and metal working and 40 percent in the chemical and petrochemical industries. At the same time, 42 percent of the enterprises in the petrochemical industry and 24.5 percent of the enterprises in machine building and metal working (of the total number of surveyed enterprises) have exceeded these indicators. Consequently, for a large group of enterprises in these branches the quality indicator does not play a stimulating role for the establishment for them of a higher group.

With the preservation of the existing scales for assigned points a substantial proportion of highest quality category output leads to the situation in which a number of enterprises automatically receive the right to increase their total points, and, consequently, to increase their salary group. In connection with this it would be advisable to make changes in the point scales for the output quality indicator, or to provide for an increase in the amount of points not for the absolute attainment of the proportion of highest quality category output, but for a level of this proportion in the total amount of production compared to the average branch level.

Especial attention is merited by an intensification of production on the basis of increasing its technical level and decreasing the share of manual labor. At the same time, in the present indicators for classifying enterprises by leading worker payment groups the dependence of salaries upon the level of mechanization and automation is considered only in certain branches of industry (petroleum and gas, machine building and metal working, textile). In improving the system for categorizing enterprises the salaries of leading workers should be made directly dependent upon the level of production automation and mechanization and a decrease in the share of manual labor.

In the branches of industry with a large products list the categorization of enterprises is performed with regard to a complex of indicators evaluated in points. The intensive factors of economic growth are used here only as correctives, and not as basic indicators. It would be more correct to adopt the point evaluation based on an overall approach as the basic method of considering indicators. There should not be a large number of them. It is important for the calculations of the indications to be simple and understandable to the workers of the economic services who have the task of influencing their fulfillment.

The number of leading worker payment enterprise groups in the branches of industry fluctuates from two to seven and depends upon a number of factors. The movement to a higher group should play a stimulating role so that the leading workers of enterprises are interested in this. However, for individual jobs an enterprise's movement from one group to another is accompanied only by a negligible increase in salaries, a fact which is witness by the data in Table 2.

Table 2

A Possible Increase in the Salaries of Leading Workers
From an Enterprise's Transfer to a Higher Payment Group

Branches of Industry	Designation of Leading Workers' Jobs and Possible Increase in Salaries							
	Director		Chief Engineer		Chief of the Technical Division		Chief of the Planning Division	
	Rubles	Percent	Rubles	Percent	Rubles	Percent	Rubles	Percent
Electric power engineering	27.1	12.9	27.1	12.9	16.7	9.0	5.0	3.2
Petroleum and gas	29.1	12.5	23.1	10.9	12.5	6.7	9.2	5.4
Ferrous metallurgy	45.0	16.1	44.5	20.0	27.0	13.1	17.0	8.8
Chemical	29.4	13.1	23.8	11.2	15.0	8.2	10.0	5.9
Machine building	25.8	12.0	20.0	9.4	12.0	6.2	12.5	7.1
Timber	17.5	7.7	14.2	6.6	15.0	8.4	10.0	5.9
Textile	20.5	10.4	18.0	10.0	10.0	6.3	10.0	6.3
Food	16.0	9.8	14.2	8.7	11.3	7.3	10.0	7.2

Industry represents an aggregate of enterprises which are very different in their dimensions and technical level. Along with very large production complexes, the number of small and medium enterprises continues to be substantial. The highest level of production concentration is in the branches of heavy industry. For them the categorization problem is a quite acute one, since a large number of enterprises is concentrated in the first payment group, and the operating categorization indicators do not interest leading workers in a further increase in production or in increasing its efficiency, since this is not accompanied by a corresponding increase in salaries. In working out the new categorization system this has to be taken into consideration.

Along with making the indicators for the categorization of industrial enterprises more rigid, it would seem to be advisable to increase the number of leading worker payment groups. This will make it possible, first, to differentiate salaries depending upon the complexity of leadership. Secondly, it will make it possible to create the prospect for almost all enterprises of moving to a higher group on the basis of an improvement of production indicators. Account should be taken here of the experience of a number of branches of the economy (maritime, river, and railroad transport) in which the largest enterprises are already relegated to extra-category groups.

At the same time that the largest enterprises are separated for their level of payment to leading workers in the formation of the system of indicators, in a number of branches of industry it would be useful to unite the enterprises of the last two payment groups into a single group (in those places where they make up a very negligible proportion of the total number). This will make it possible to increase the differences in payment levels between related groups and to eliminate the existing levelling elements.

On the whole, an improvement of the methodological bases for working out the system of indicators for the classification of enterprises in leading worker payment groups will make it possible to use this important instrument of the rate system for the accomplishment of tasks which will ensure an increase in the efficiency of social production.

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LABOR

IMPACT OF INCENTIVE FUND ON PRODUCTIVITY EXAMINED

Moscow SOTSIALISTICHESKIY TRUD in Russian No 3, Mar 83 pp 48-54

[Article by F. Safonov, senior scientific associate at the Scientific Research Finance Institute, candidate of economic sciences: "On the Role of the Material Incentives Fund in Increasing Production Efficiency"]

[Text] The efficient use of labor and material resources materially helps to improve the final results of production. The material incentive fund possesses considerable potential for influencing them. In 1981 its amount in industry came to 7.1 billion rubles, or 9.4 percent of the wage fund. However, the use of such large resources is not producing the desired results.

The role of the material incentive fund consists chiefly in creating a direct connection between the earnings of every worker and the final results of an enterprise's production work. This task is accomplished both during the process of the formation of the fund as a whole and during its expenditure. The effectiveness of the FMP [fond material'nogo pooshchreniya; material incentive fund] depends upon how strong and valid this connection is.

The new procedure for forming the FMP which was introduced in the 11th Five-Year Plan provides for a further strengthening of the stimuli for an intensification of production and an improvement of economic management. It has been found necessary to determine the amounts of both the planned and the actual allotments to the fund on the basis of stable normatives differentiated by the years of the 5-year plan. The amount of the allotments has been made dependent upon the following basic indicators: an increase in labor productivity, an increase in the proportion of the highest quality category output in the total volume of output production, and an increase in production volume. Nevertheless, the stimuli which have been set in the present fund formation mechanism frequently are not realized in practice on account of an absence of the necessary organizational and economic conditions.

For certain enterprises, particularly the Moscow Start Garment Production Association and the Moscow Dairy Industry Production Association, the FMP is planned with an orientation basically toward the actual amounts of payments from it to a single worker. Frequently the planned FMP which are determined in accordance with the accepted methodology are then changed in order to preserve a developed relationship between them and the amounts of the wage fund. Thus, in 1982 the FMP was planned in the amount of 113,000 rubles for the Tyuri

Timber Combine of the Estonian SSR Ministry of Timber Industry, although on the basis of the calculation the amount should have been 62,000 rubles. A fund in the amount of 408,000 rubles due to the Narva Furniture Combine was decreased by 72,000 rubles.

The continuing practice of making repeated corrections in the fund-forming planning indicators disturbs the connection between the FMP and the resulting production work and deprives it of its stimulating influence. For example, in 1981, after four corrections, the labor productivity plan for the Ferroconcrete Structures Plant No. 1 of the Latvian SSR Ministry of Construction Materials was decreased by 5.1 percent, and, after two corrections, the profits plan was decreased by 116,000 rubles. Since the planned FMP was not amended, it turned out to be overstated by 25,000 rubles, or by 14.5 percent. An experimental machinery plant in the same ministry had its labor productivity plan increased by 1.5 percent and its profits plan by 29 percent, but the 10.4 percent increase which should have occurred with the FMP did not follow.

Note has to be taken of the urgent necessity for a more effective stimulation of a rise in labor productivity. Without an acceleration of its growth rates it will not be possible to achieve an efficient use of labor resources, and to eliminate shortages of them and the related cases of violations of the principle of equal pay for equal work in order to hold on to and sometimes lure cadres. Yet, with the existing procedure for the formation of the FMP its amount is not influenced in any essential way by a failure to fulfill labor productivity assignments. According to the 1981 results, this indicator was lower than planned at 18 percent of the industrial enterprises, which led to a decrease in the planned FMP by only 0.5 percent. For example, for a failure to fulfill the labor productivity assignment by 3.8 percent the Baku Tire Plant was deprived of only 3,000 rubles, or 0.7 percent of the fund stipulated in the annual plan.

As is known, the establishment for enterprises of ceilings on the number of their workers and employees is one of the measures that fosters an efficient use of labor resources. The effectiveness of this measure, in our view, can be increased if a fee for above-plan labor resources were to be provided for production associations and enterprises which do not fulfill their labor productivity assignments and which permit, in connection with this, an excess over the worker and employee ceilings. Its amount should be computed by multiplying the actual average monthly earnings of the industrial production personnel by the number of above-plan workers defined as the difference between the number of existing personnel and the ceiling corrected by the percentage of fulfillment of the production plan. The fee for additional labor resources should be paid from the FMP to the state budget on the basis of the results of every quarter.

It is recommended that the basic points which are regulating the procedure for the formation of the incentives funds during the 11th Five-Year Plan be used as fund-forming indicators for the assignment on an economy of materials and a decrease in the cost of output. However, as a rule, this important recommendation is not taken into consideration. In 1981 more than 21 percent of the enterprises and associations in industry exceeded the planned cost of output by 4.4 billion rubles, while the decrease in the FMP for the failure

to fulfill the plan for this indicator came to only 8.8 million rubles, or 0.1 percent of their planned amount.

The system of the formation of the FMP does not exercise an appreciable influence on an economical use of raw materials and materials. Only in individual cases are the material expenditures indicators used as fund-forming ones. Extremely small amounts of money are allocated at enterprises to provide incentives for an economy of energy and for the utilization of secondary resources.

The fulfillment of the tasks to intensify production, economize all types of resources, and eliminate unproductive expenditures and losses demands a close coordination between the FMP amounts and the cost of output, or with an increase in profits based on a decrease in costs. These indicators should occupy a worthy place in the system of fund formation in all of the branches of industry. In addition, steps should be taken so that enterprises and associations which fail to fulfill their assignments for output costs are deprived of the right to make additional allotments to the FMP for the overfulfillment of the plan with regard to other indicators.

The use in the formation of the FMP of the indicator of plan fulfillment for output delivery to consumers in accordance with contracts (orders) is of essential importance in strengthening the regimen of economy in production. A violation of deliveries discipline disorganizes production and increases its cost, and leads to the replacement of certain materials with others and to disruptions of the work of related enterprises. In 1981 many of the country's enterprises and associations did not fulfill their sales plans with deliveries included. However, deliveries disruptions still have a weak influence on the amount of the FMP. In 1981 more than 60 percent of the industrial enterprises and associations in the Latvian SSR did not fulfill their output deliveries commitments. For this reason they were deprived of 0.3 million rubles in allotments to the FMP, which comes to one percent of the fund's planned amount. On the whole, a failure to deliver almost one billion rubles worth of output in the Ukrainian SSR Ministry of Ferrous Metallurgy led to a decrease of only 3.7 million rubles in the FMP. The Krivoy Rog Metallurgical Plant failed to supply consumers with 126 million rubles worth of output, but allotments to the fund were decreased by only 0.5 million rubles. For a failure to deliver 40 million rubles worth of output planned allotments to the FMP at the Kommunar Metallurgical Plant were decreased by only 200,000 rubles.

At most enterprises and associations a minimum normative (one percent) has been adopted for decreasing allotments to the FMP for every percentage point that the output sales plan, including the fulfillment of deliveries commitments, is not fulfilled. For some enterprises this normative is established at an even lower level: 0.65 percent for the Kerch' Pipe Casting Plant of the Krym Oblast Administration for Local Industry, and 0.5 percent for the Donetsk "Metallist" Local Industry Experimental and Testing Association. In this connection, it seems to us that it would make good sense to increase the minimum normative for a decrease in allotments to the FMP.

At the same time, it cannot be regarded as normal when enterprises conscientiously fulfill their deliveries plans, but are not given additional incentives for this, although such a measure has been provided for. If the output deliveries plan has been fulfilled in every quarter and in a running total from the beginning of the year, the planned FMP may be increased by up to 10 percent. This right was earned in 1981 and 1982 by the Narva Furniture Combine, the Brest Gas Equipment Plant, the "Mozyr'ptitsemash" Plant, and certain other enterprises. However, there were no additional allotments to the FMP.

The proportions in which FMP monies are distributed by expenditure directions is also of importance (see table).

Distribution Structure in Industry of Material Incentives Fund (1981)

Expenditure Directions	In Percentage of Total
Bonus payments for current work results	38.6
Rewards for annual work results	33.5
Single payments to workers for the fulfillment of especially important assignments	5.6
Vacation pay	5.3
Financial aid	4.2
Bonus payments for intra-plant socialist competition results	6.0
Rewards in special bonus systems	2.3
Other payments	4.5

It can be seen from the table that most of the FMP monies are assigned for current bonuses for workers; in this case the influence of a bonus is more palpable thanks to its close connection with concrete work results.

Meanwhile, at certain enterprises current bonuses for the basic results of economic activity have not yet become the chief direction of the expenditure of the FMP. For example, at the Simferopol' and Zhdanov Confectionery Factories these goals receive half of the monies which are expended for one-time rewards for the fulfillment of especially important production assignments and rewards for annual results. In 1981 10.2 percent of the FMP was assigned for current bonus payments at the "Metallist" Plant of the Kazakh SSR Ministry of Local Industry, while 65.9 percent was assigned for annual work results, and 8.3 percent for financial aid.

In order to increase the interest of workers in accelerating the growth of labor productivity, improving output quality, making more effective use of equipment, rapidly mastering new equipment, and decreasing material and labor expenditures it is necessary to unify the present bonus systems for workers, engineering and technical workers, and employees, and to clearly demarcate the indicators on the basis of which they are paid bonuses from various sources: the wage fund, the FMP, and special funds and allotments.

A unification of bonus systems is demanded by the interests of introducing as the basic one the collective (team) form of the organization and payment of labor which takes account of the distinctive features inherent in contemporary production, above all, the high level of labor cooperation, and the increased importance of the interchangeability of workers and of their responsibility not only for their personal, but for the common success.

Checks have shown that at individual enterprises leading workers are compensated for a decrease in bonuses for basic economic activity results springing from a failure to meet output deliveries commitments to consumers with payments from special bonus systems. For example, at the above-mentioned Ferroconcrete Structures Plant No. 1 of the Latvian SSR Ministry of Construction Materials in 1981, with a failure to deliver 4.1 percent of the planned amount of output, a bonus of more than 300 rubles was paid to each leading worker from special bonus systems. It seems to us that when enterprises fail to fulfill their output sales plan, including deliveries, bonuses for leading workers should be decreased in all of the systems which are employed. This will strengthen the effectiveness of sanctions for a violation of economic contracts, and will exclude any possibility of softening them.

A thorough decrease not only of labor but also of material expenditures is an organic element in the intensification of social production, and a necessary condition for its high efficiency. As is known, today workers, foremen, production engineers, designers, and other engineering and technical workers can be paid bonuses of 75 percent of the amount of economized material resources compared to the established norms for their expenditure. Unfortunately, due to a lack of the necessary recommendations on this question and of branch regulations enterprises have been compelled, as they say, to stew in their own juice. For example, at the Narva Furniture Combine engineering and technical workers and employees of the production shops are paid bonuses in the amount of one percent of their salaries for each percentage point of decrease in the cost of the products they produce. At the Pyussi Wood Shavings Slab Combine quarterly bonuses are paid in the amount of up to 30 percent of the obtained economy of fuel and up to 50 percent of the economy of electric energy. In the Grodno "Azot" Production Association workers are paid bonuses from the FMP in the amount of from 5 to 10 percent of the value of economized materials.

Bonuses are also reduced for workers who are responsible for complying with the energy and materials expenditure norms. At the Liyepay Haberdashery Combine imeni the 60th Anniversary of the Great October Socialist Revolution when the fuel, electricity, and thermal energy expenditure norms are exceeded, bonuses are reduced by 15 percent. At the Zhezkent Concentrating Combine bonuses for leading workers for the basic results of economic activity are reduced by 2 percent for each percentage point of overexpenditure of fuel, and electric and thermal energy compared to the established norms, and by 10 percent for a failure to fulfill the assignment for economizing all types of energy resources.

However, this decrease in bonuses is frequently symbolic. Thus, at the Kuresaar Bread Combine during the second quarter of last year bonuses were reduced for an overexpenditure of materials by 5.2 rubles for the director, 3 rubles for the

chief engineer, 1.6 rubles for the chief economist, and 4.3 rubles for the laboratory chief.

It has to be seen to it that every bonus ruble from the FMP exercises an active influence on increasing production efficiency and attaining the best results with the smallest expenditures.

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EDUCATION

CONFERENCE ON SPECIALISTS TRAINING HELD IN BAKU

Moscow VESTNIK VYSSHEY SHKOLY in Russian No 4, Apr 83 pp 31-33

[Article by V. A. Mal'tsev, Scientific Research Institute of Problems of the Higher School: "Improving Planning of Training and Placement of Young Specialists"]

[Text] At the end of last year in Baku there was a seminar-conference on the subject "On Improving Planning of Training and Placement of Young Specialists." Participating in it were responsible workers of the Central Committee of the Communist Party of Azerbaijan, the Ministry of VUZ's and Gosplan of the USSR, the Ministry of VUZ's Gosplan and State Committee for Labor and Wages of Azerbaijan SSR, workers of planning-financial administrations and divisions, personnel administrations and divisions of the ministries of VUZ's of the union republics, union and republic ministries and departments that have VUZ's under their jurisdiction, managers and instructors at VUZ's of Azerbaijan, and workers at scientific research institutes.

Those in attendance were greeted by the minister of higher and secondary specialized education of the Azerbaijan SSR, K. G. Aliyev. He discussed the fact that the republic higher school, in close cooperation with the VUZ's of other republics, is participating in solving the most important scientific problems of a fundamental and applied nature.

The chief of the planning and financial administration of the USSR Ministry of VUZ's, D. I. Chuprunov, gave a paper entitled "On Further Improvement of Planning the Preparation of Specialists with Higher and Secondary Specialized Education in Light of the Decisions of the 26th CPSU Congress and the May and November (1982) Plenums of the CPSU Central Committee." Acceleration of the rates of scientific and technical progress, the demographic situation existing in the country and the high degree of employment of specialists in branches of the national economy, he said, place increased demands on the quality of planning the training and placement of graduates of the higher school. The scope of training of young specialists for branches of the national economy and individual regions is determined not by the actual prospects of their development, but by orders from ministries and departments which are, to a considerable degree, inadequately thought out.

The USSR Ministry of VUZ's and Gosplan are now directing their efforts toward bringing the scope of training specialists in higher and secondary specialized training institutions strictly in line with the demands of the national economy, taking into account the rates of scientific and technical progress and the tasks of economizing on labor resources. In this connection it is necessary to complete the development of scientifically substantiated norms, which is being done at the present time, with the help of which the demand for specialists will also be determined. Under the current and subsequent 5-year plans developers of plans should devote special attention to satisfying the needs for specialists primarily in those branches which are related to the fulfillment of the Food Program and also the intensively developing regions of Siberia, the North, the Far East and the nonchernozem zone of the RSFSR.

The development of a comprehensive approach to planning the training and placement of specialists was discussed by the deputy chief of the USSR Gosplan division, B. F. Antropov, who emphasized first that the distribution of VUZ graduates at earlier times will help the higher school and branches of the national economy through their joint efforts to provide for drawing up substantiated plans for training personnel. At the present time graduates of 223 specialties are placed two years before completing the VUZ. The Moscow Mining Institute has experience in developing 5-year plans for the placement of specialists. But here too they do not develop clearly enough the issues of interconnection and coordination of the indicators of the annual and 5-year plans. Further expansion and improvement of the organization of early placement of graduates will accelerate the development of special-purpose training of personnel and will improve the arrangement of training students through joint efforts of the VUZ's and enterprises, organizations and scientific institutions. This will make it possible to react more efficiently to the demands of the national economy and provide the future specialists with a broader profile of training and at the same time more profound professional knowledge and skills.

The sector chief of the division for predicting the development of higher education of the Scientific Research Institute of the Higher School, doctor of technical sciences V. D. Dzhahalov, emphasizing the urgency of developing a scientifically substantiated normative base for planning the training and placement of graduates of VUZ's and tekhnikums announced that the institute have created "Unified Requirements for the Development of Departmental (Branch) Methodological Instructions for Determining the Need for Specialists", and also have calculated (according to data from the placement of specialists in leading and standard enterprises for the given branch) scientifically substantiated normatives of the employment of specialists in the national economy. The majority of union branch ministries have already developed and approved normatives for their branches which are based on these requirements. And of the 120 republic ministries, only seven have developed such normatives. It is obvious that immediate measures must be taken regarding this.

The reports of the deputy chairman of the republic Gosplan, F. A. Faradzhev, the deputy chairman of the State Committee for Labor and Wages, E. T. Aliyev and the chief of the administration of VUZ's of the Azerbaijan SSR Ministry of VUZ's, M. S. Aliyev, generalized the experience accumulated in the republic in special-purpose training of specialists (utilizing cooperation, noncompetitive admission, admission of graduate students to preparatory divisions in enterprises and organizations, and so forth), and also the arrangement over control of the arrival of VUZ graduates to the positions where they are placed, their work orientation, their retention and their effective utilization. The joint activity of the Ministry of VUZ's, Gosplan and State Committee for Labor and Wages of Azerbaijan, which is coordinated and directed by the Central Committee of the Republic Communist Party, is producing its results. During the past ten years the number of students that have taken special-purpose training has increased 14-fold, and the dropout of students here does not exceed 1.2 percent. Special attention is devoted to retaining personnel in the local areas, for which they are trying to perform a contingent of students here, taking into account their place of permanent residence.

Experience in planning the training and placement of young specialists was shared by the chief of the planning and financial administration of the Azerbaijan Ministry of VUZ's, B. A. Khankishiyev. He said that the concentration of all this work in his administration provides for mutual coordination of plans even in the stage of preliminary development. This has made it possible for them to cover the training of specialists in a number of specialties, the demand for which has been fully satisfied in the republic with some surplus, and on the other hand it has been possible to introduce a number of new specialties and expand the training of specialties in profiles in which there is a shortage.

In the speech by the rector of the Azerbaijan Institute of Petroleum and Chemistry, and academization of the Azerbaijan SSR Academy of Sciences, I. A. Ibragimov, he emphasized that one of the final results of training specialists--fulfilling the plan for graduating them--depends on the qualitative make-up of those admitted to VUZ, and this is largely determined by the stability of the ties between the secondary and higher schools. Thus about 75 percent of those registered in the institute in recent years are tenth graders among whom workers of the faculties conducted occupational orientation work before hand. In improving the content of VUZ training of the used data concerning the results of temporary duty, which are systematically analyzed. Preparation for the placement of young specialists is carried out throughout the entire training period, and above all at the level of the academic group and senior faculty. Therefore at meetings of the commission for personnel distribution of young specialists there are no situations of conflict, as a rule.

The extensive experience in organizing personnel distribution of young specialists was discussed in the speeches of workers of the USSR Ministry of VUZ's; the chief of the division for placement of young specialists of the main board of VUZ's, I. A. Ivchatova; the chief of the division of planning and financial administration, A. P. Yegorov; the chief of the division for

the placement of young specialists of the RSFSR Ministry of VUZ's, K. P. Savichev; the chief of the planning and finance division of the Belorussian SSR Ministry of VUZ's, A. I. Pan'kov; and the chief of the planning and financial administration of the Ukrainian SSR Ministry of VUZ's, A. A. Chugayev.

Many of the speeches convincingly showed the importance of consistently explaining to young specialists their rights and responsibilities, instilling in them a sense of high responsibility and civil duty from the first year of training, and, on the other hand, ever more extensively utilizing direct ties between the higher school and the branches of the national economy in the matter of personnel placement of VUZ graduates.

Participants in the conference were especially interested in the information about the utilization of electronic computers in the development of plans for the placement of young specialists and the prediction of the needs for higher education. For example, the application of electronic computers for these purposes in the RSFSR Ministry of VUZ's made it possible to reduce the length of time needed for drawing up the plan for placing 100,000 young specialists from several months to one week.

The conference adopted the corresponding recommendations.

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EDUCATION

ADMISSION RULES FOR USSR SPECIALIZED SECONDARY EDUCATIONAL INSTITUTIONS

Dushanbe KOMMUNIST TADZHIKISTANA in Russian 7 Jun 83 p 4

[Text] Admission Procedure

1. Citizens of the USSR with an 8-year or secondary education are eligible to apply for admission to secondary specialized academic institutions for full-time study until they are 30 years of age and for part-time study (night or correspondence courses) at any age.

Note: People who have graduated from an 8-year or 7-year (prior to their conversion to 8-year schools) general educational school and people who have not graduated from secondary general educational schools will be enrolled in the 8-year graduate group.

People who have graduated from secondary general educational schools will be enrolled in the secondary school graduate group.

2. Preference in admission to secondary specialized academic institutions will be given to the following:

2.1. Those who have been awarded a certificate of merit (or distinction) or a gold or silver medal upon their graduation from general educational schools and those who have graduated with honors from a secondary vocational and technical institute;

2.2. Those who have been sent in accordance with the established procedure to secondary specialized academic institutions by industrial enterprises, construction projects, sovkhozes, kolkhozes, establishments and organizations;

2.3. Those who have worked for at least 2 years in their chosen specialty or a related field and members of the military reserve who have served in the USSR Armed Forces for at least 2 years.

3. There will be additional admission requirements for some specialties and forms of education:

3.1. Individuals who have graduated from vocational and technical academic institutes with an 8-year or secondary school basis will be admitted to day

courses after they have worked for at least 2 years. This will not apply to those who have graduated from these institutions with honors and those who enroll in night and correspondence secondary specialized academic institutions (or divisions);

3.2. Administrators of divisions, animal husbandry farms and sections, brigade leaders and assistant brigade leaders in charge of kolkhoz animal husbandry farms, the heads of mechanized detachments and link leaders who have held these positions for at least 1 year and skilled kolkhoz and sovkhoz machine operators, animal husbandry workers and farmers who have worked in these positions for at least 2 years and have a secondary education will be admitted to special divisions of agricultural tekhnikums for the training of kolkhoz and sovkhoz managerial personnel at the request of oblast, kray and republic agricultural agencies.

4. The following will be admitted to day courses with scholarships financed by enterprises, construction projects, kolkhozes, sovkhozes, establishments and organizations:

4.1. Individuals who are sent to secondary specialized academic institutions by industrial enterprises, construction projects, railroad organizations, production associations (or combines), organizations and enterprises of the state trade and consumer cooperative networks, self-funded organizations engaged in geological prospecting, self-funded enterprises and organizations of the USSR Gosstrib network, trade enterprises and organizations of Sel'khoztekhnika and grain reception centers (elevators and reception points and bases) of the grain and combination feed industry and who have worked for at least 2 years;

4.2. The workers of industrial enterprises engaged in the primary processing of fiber crops, the cotton-cleaning industry, forestry and lumber enterprises who are sent to secondary specialized academic institutions by these enterprises if they have worked for at least 1 year;

4.3. The workers of enterprises and construction organizations of the USSR Ministry of Land Reclamation and Water Resources, kolkhozes, sovkhozes and other agricultural enterprises who are sent to study in secondary specialized agricultural academic institutions, the workers of lumber enterprises who are sent to study in secondary specialized forestry engineering academic institutions, the workers of forestry enterprises who are sent to study in secondary specialized academic institutions to specialize in the machinery and mechanisms of the lumber industry and forestry, the technology of sawmill operations and woodworking, planning in the lumber industry and forestry enterprises and bookkeeping, the workers of grain reception and grain processing enterprises who are sent to secondary specialized academic institutions to specialize in the electrical equipment of elevators, warehouses and grain processing enterprises and the equipment of elevators, mills and warehouses in the flour and groat milling industry, and the workers of industrial enterprises engaged in the primary processing of fiber crops who are sent to study in secondary specialized academic institutions for the training of specialists in their field, regardless of their previous work experience.

5. Applications for admission will be submitted to the director of the secondary specialized academic institution on the standard form. Applicants for admission to correspondence courses will apply to the secondary specialized academic institution closest to their place of residence with correspondence courses in their special field.

The application will be accompanied by the following:

A certificate of completion from an 8-year or secondary school (original), a medical certificate (form No 286) issued by the school physician or neighborhood clinic, a labor service transcript verified by the head of the personnel department or the manager of the enterprise, establishment or organization (submitted by applicants with work experience and applicants for night and correspondence courses), a standard assignment form from the authorizing enterprise, construction project, kolkhoz, sovkhoz, establishment or organization, and four photographs (3 x 4 cm.).

Upon his arrival at the academic institution, the applicant will personally submit a birth certificate or passport, a military pass (for military reserve personnel) or evidence of registration (for draft-age applicants), and the appropriate notation will be made in the applicant's personal file.

6. Persons who register for day courses (with work experience) must submit original documents attesting to this experience in place of a labor service transcript by the beginning of the academic year.

Work experience will be calculated as the total service period up to the beginning of the academic year, regardless of interruptions in service. Service in the armed forces and seasonal work will be included in the total term of service.

The work experience of kolkhoz members who are admitted to secondary specialized academic institutions will be calculated on the basis of the notations in the kolkhoz member's labor book on the fulfillment of the minimum participation in public farming required by the particular kolkhoz for each calendar year.

The work experience of applicants who have been engaged in party, Komsomol and trade-union work or are in the military reserve will be calculated on the basis of their prior activity.

7. The acceptance of applications for secondary specialized academic institutions, entrance examinations and the enrollment of new students will be scheduled for the following dates:

For day courses:

Applications from 8-year school graduates may be submitted from 1 June through 31 July and entrance examinations will be given from 1 through 20 August; for secondary school graduates applications will be accepted from 1 June through 14 August and entrance exams will be given from 1 through 21 August;

For evening courses:

For 8-year school graduates applications will be taken from 3 May through 6 August and entrance exams will be given from 1 through 10 June, from 1 through 10 July and from 7 through 14 August; for secondary school graduates applications will be taken from 15 June through 15 November and entrance exams will be given from 1 July through 20 November;

For correspondence courses:

Applications for all secondary specialized academic institutions (with the exception of pedagogical institutes and tekhnikums connected with seasonal work) will be accepted from 3 May through 10 August and entrance exams will be given from 10 through 20 June and from 10 through 20 August. In tekhnikums and institutes with specialties connected with seasonal work, applications will be taken from 2 October through 30 November and entrance exams will be given from 1 November through 15 December.

Entrance Examinations

8. Graduates of 8-year schools who are admitted to secondary specialized academic institutions will take entrance examinations in the following subjects:

8.1. In the Russian language (dictation) and mathematics (oral) for specialties in industry, construction, transportation, communications, agriculture, economics, public health, physical culture, law and education;

8.2. In the Russian language (dictation) and in Russian language and literature (oral) for specialties in music and art.

Note: Applicants with hearing deficiencies (or the deaf) will take a written test instead of dictation.

9. Secondary school graduates will take entrance exams in the following subjects:

9.1. Russian language and literature (composition) and mathematics (oral) for specialties in industry, construction, transportation, communications, economics, the mechanization and electrification of agricultural production, reclamation, education and commercial art;

9.2. In Russian language and literature (composition) and chemistry (oral) for specialties in chemical technology, metallurgy, food industry technology, merchandising, public health, agriculture, forestry, leatherworking technology and analytical chemistry;

9.3. In Russian language and literature (composition) and the history of the USSR (oral) for specialties in music education and preschool education.

10. In secondary specialized academic institutions (or divisions) where courses are taught in languages other than Russian, an examination in this language will be given in place of the Russian language examination.

People who have not studied the language in which courses are taught in the secondary specialized academic institution can, at their request, take a written entrance exam in the Russian language (for 8-year school graduates) or in Russian language and literature (for secondary school graduates).

In addition, their conversational ability in the language in which courses are taught will be tested.

The graduates of secondary schools where courses are taught in the Russian language can take a written exam or dictation instead of writing a composition if they have studied the Russian language in secondary school in accordance with the national secondary school curriculum.

11. Persons seeking specialties in music, art, architecture, drama and physical culture will take an additional entrance examination in their special field.

Exams in special fields will be given first.

Persons admitted to day divisions of pedagogical institutes to specialize in elementary school teaching or preschool education will have to demonstrate an ear for music before they take their entrance exams. They will not be allowed to take the exam if they cannot satisfy this requirement.

Those who are eligible to enroll in secondary specialized academic institutions without taking entrance examinations will not be exempted from exams in their special field or the verification of their musical ability.

12. Entrance examinations will be given according to programs approved by the USSR Ministry of Higher and Secondary Specialized Education and will be compiled in accordance with the curricula of the 8-year and secondary general educational school, with the exception of exams in the native language and literature, which will be based on the curriculum of general educational schools in each republic.

Examinations in special fields will be based on programs approved by the academic administrations (or divisions) of the appropriate ministries (or departments).

13. Persons authorized to take entrance exams will be tested in the academic institution to which they are applying. Entrance exams can be taken in affiliated institutions under the supervision of the admission committees of secondary specialized academic institutions.

Entrance examinations cannot be taken in academic counseling centers or secondary schools.

Persons admitted to correspondence will be allowed to take entrance exams in the secondary specialized academic institution closest to their place of residence at the request of the tekhnikum or institute to which they have applied.

14. Persons authorized to take entrance examinations will be issued the proper examination pass with a photograph of the applicant and the seal of the academic institution. The results of entrance exams will be graded according to a 5-point scale. The grades will be posted in numerals and written out in parentheses--for example, 5 (five), 4 (four) and so forth.

Persons with unsatisfactory grades in any examination will not be allowed to continue taking entrance exams. Persons will not be allowed to repeat the exam in order to pass or raise their grade.

15. If the applicant is unable to take the exam because of illness, he must inform the academic institution prior to the beginning of the examination or submit a certificate of illness no later than 3 days after the exam. In this case the applicant can be given a chance to take the exam on the dates set aside for other groups or categories of applicants. A person who does not arrive to take an exam at the scheduled time and cannot offer a valid excuse will not be allowed to take any further exams.

16. Persons authorized to take entrance exams will be given a 10-day leave (not counting the time spent traveling to and from the academic institution) from work with pay.

Enrollment Procedure

17. The following will be enrolled in day, evening and correspondence courses without entrance exams as soon as they submit their applications:

17.1. Persons who complete 8 years of school with a certificate of merit (or distinction) or are awarded a gold or silver medal upon graduation from secondary school, persons who graduate from secondary vocational and technical institutes with honors and graduates of secondary schools who are awarded certificates for special achievements in individual subjects if entrance exams must be taken in these subjects;

17.2. Officers, ensigns, warrant officers and re-enlisted servicemen who are transferred to the reserve because of staff reductions, for reasons of health and for prolonged meritorious service from the USSR Armed Forces, KGB and MVD (within 2 years after their discharge).

18. After passing entrance examinations, the following will be enrolled without having to undergo competitive selection:

In day courses:

18.1. Orphans and individuals with no parental support after they have completed 8 years of general education in a boarding school;

18.2. Servicemen who have been discharged from active military duty and have been recommended by military units;

18.3. Persons who are sent to secondary specialized academic institutions by enterprises, construction projects, kolkhozes, sovkhoses and other

organizations in accordance with Decree No 1099 of the USSR Council of Ministers of 18 September 1959;

18.4. Persons with at least 2 years of work experience.

In evening and correspondence courses:

18.5. Persons sent by enterprises, kolkhozes, sovkhoses, establishments and organizations in accordance with Decree No 729 of the CPSU Central Committee and USSR Council of Ministers of 3 September 1966 in specialties corresponding to the nature of the work performed by applicants if they have been working in this special field for at least 3 months;

18.6. Persons who have at least 2 years of experience working in their chosen specialty or a related field and servicemen who have been transferred to the reserve if the specialty they acquired in military service corresponds to their chosen field in the academic institution;

18.7. Persons who have graduated from technical institutes with honors when they enter a related specialty.

19. Persons who pass entrance examinations will compete for vacancies remaining after the enrollment of persons eligible for admission to a secondary specialized academic institution without taking entrance exams or undergoing competitive selection.

The competitive selection of applicants will be conducted in accordance with the total number of points received in entrance examinations and the school grade point average.

Persons with the highest number of points will be enrolled on the basis of competitive selection.

When the number of points is equal, preference will be given to inmates of children's homes and orphanages and servicemen who have been discharged from active military duty and who are working in their chosen specialty or a related field but have no practical work experience;

Rural youth enrolling in forestry, agricultural, pedagogical, cultural-enlightenment, medical, cooperative and other academic institutions training personnel for rural areas;

Persons who received the highest marks in their specialty in entrance exams and are planning to major in music, art and drama.

Vacancies in evening and correspondence academic institutions (or divisions) will be filled by persons who are not working in their chosen specialty.

Note: Persons who enroll for full-time study in secondary specialized academic institutions following their graduation from a secondary general educational school should have worked for at least 6 months of every year when they were not attending school.

20. The list of persons enrolled in a secondary specialized academic institution will be posted publicly. Persons living outside the district of the institution will be sent written confirmation of acceptance or nonacceptance, signed by the director and the executive secretary of the admissions committee, within 3 days.

21. Persons who pass entrance exams but are not enrolled in their chosen specialty during the competitive stage can be admitted by the same academic institution if there are vacancies in another specialty on the condition that they take the additional examinations required for applicants in this field.

Persons who pass entrance exams but are not enrolled in the academic institution will be issued standard notification forms at their request.

22. The documents of persons who are not admitted to secondary specialized academic institutions will be returned to them at their request within 3 days. The documents of other applicants who have not been accepted will be returned within 2 months after the beginning of the academic year.

23. If there are vacancies (after all applicants who have passed the entrance examinations are enrolled in the academic institution), the director of the secondary specialized academic institution will be authorized to enroll persons who passed entrance exams within the current year but were not selected for other secondary specialized and higher academic institutions within the first 15 days of the academic year on the condition that the examinations taken by these applicants meet the admission requirements of his academic institution.

24. Final decisions on all matters connected with admissions to secondary specialized academic institutions will be made by the admissions committee in accordance with admission rules.

25. Persons who are enrolled in secondary specialized academic institutions for day and evening courses but fail to attend classes or do not submit valid excuses for tardiness within the first 10 days of the academic year will be expelled.

Persons who are enrolled in correspondence secondary specialized academic divisions but fail to fulfill the curriculum within the first 6 months of the academic year without producing a valid excuse will be expelled.

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DEMOGRAPHY

CONFERENCE ON DEMOGRAPHIC PROBLEMS HELD IN KIEV

Moscow VESTNIK STATISTIKI in Russian No 3, Mar 83 pp 65-68

[Article by A. G. and T. G.: "Problems of Demographic Policy in Socialist Society (An All-Union Scientific Conference)"]

[Text] The All-Union Scientific Conference "Problems of Demographic Policy in Socialist Society" took place in Kiev in the latter part of 1982. The conference was organized by the Scientific Council on "Socio-economic Problems of Population" of the USSR Academy of Sciences, by the Institute of Sociological Research of the USSR Academy of Sciences, by the Center for the Study of Population Problems of Moscow State University im. M. V. Lomonosov, by the Scientific Council on "Socio-economic Problems of Population and Labor" of the UkSSR Academy of Sciences and the UkSSR State Committee for Labor, and by the Institute of Economics of the UkSSR Academy of Sciences.

The conference was attended by economists, statisticians, by personnel of planning and statistical organs, by representatives of UkSSR party organs, and by representatives of many scientific institutions concerned with demography and manpower problems. Scholars from the Hungarian People's Republic, the German Democratic Republic, the Polish People's Republic, the Czechoslovakian Socialist Republic, and the Socialist Federal Republic of Yugoslavia took part in the work of the conference.

The conference was opened by I. Lukinov, academician of the UkSSR Academy of Sciences and the All-Union Academy of Agricultural Sciences im. V. I. Lenin; vice-president of the UkSSR Academy of Sciences; and director of the Institute of Economics of the UkSSR, who delivered a paper "Strategic Directions in Improving the Demographic Policy of Socialist Society."

Demographic policy in the present stage of communist construction, he said, encompasses a broad spectrum of problems of population reproduction, in the formation of socially necessary dimensions and structure of labor potential, and its effective functioning. This policy concentrates on all stages in the reproduction cycle, the optimization of their correlations relative to the criterion of the maximum duration of the period of conscious activity and life expectancy of man. As an integral part

of the overall socioeconomic strategy of the CPSU and Soviet state, our demographic policy contains the most humane and loftiest goals of man and mankind and means of reaching them. Essentially, they foster the reproduction and formation of the new man and the comprehensive harmonious development of the individual and society. These objectives are realized with the aid of socioeconomic factors and the entire aggregate of their effective functions, including economic conditions and prerequisites and effective methods of labor, cognitive, physical, moral and spiritual education of the various generations. Nor must we fail to consider in full measure the obvious fact that the militant forces of imperialism and their ideologues are trying to influence demographic processes in a direction that is alien to the genuine interests of people. The enemies of peace use all manner of racial and national prejudices to incite hatred and hostility between nations, to start local and global military conflicts. The resolution of demographic problems on the basis of truly scientific principles, humanistic ideas and the concepts of internationalism, friendship and brotherhood of all peoples presupposes the socioeconomic equalization of their living conditions and creative activity. Socialist society is by no means indifferent to the degree of equalization in relative rates, in absolute indicators, in the structure of population growth, in the national and regional aspects within the country and against the general background of world demographic change.

The speaker emphasized that in addition to the development of theory, this will require in depth research of actual demographic processes, the simulation of these processes, together with the elaboration of a system of measures for making concrete decisions which continues to be a "bottleneck" in demographers' activity.

Occasionally an insufficiently correct interpretation is placed on the question of economic development in the form of an external constraint on the optimization of population growth without considering the fact that this is not an external but is rather a most important internal condition to the expanded reproduction of the population. The formation of the individual takes place primarily in social production. A developing society requires a corresponding rate of expanded reproduction of its population. This applies to the country as a whole and to each component link, i. e., to each nation and nationality. In analyzing the birth rate and death rate and in developing programs for encouraging the generative activity of the population, it is extremely important to take an integrated approach, to take full stock of the complex aggregate of active factors. Only through basic research on the process of population reproduction is it possible to identify the "basic link" that produces change in the entire chain of the reproductive behavior of families. The material and nonmaterial conditions of their life and the satisfaction of their multifaceted needs are concealed in levels of development and of effectiveness of social production.

Problems of demographic policy encompass the aggregate of numerous social factors entailed in the process of labor and everyday life. Demographic policy also includes the problem of regulating migratory processes.

The speaker said in conclusion that the vast program for improving the demographic situation -- a program that was outlined by the 26th CPSU Congress and that is being successfully implemented -- confronts demographic science with new and important objectives that must be realized in the next few years.

The paper presented by T. Ryabushkin, corresponding member of the USSR Academy of Sciences; director, Institute of Sociological Research of the USSR Academy of Sciences ("The Demographic Situation in the USSR and the Tasks of Demographic Policy in the Light of the Resolutions of the 26th CPSU Congress") discussed basic tasks of demographic policy in the present stage.

The 25th CPSU Congress took note of the aggravation of the demographic situation in our country, he said, and advanced the task of devising an effective demographic policy. The 26th Congress of the CPSU posed questions pertaining to its practical implementation and articulated the basic directions of this policy. The scientific aspects of this policy are examined in the decree of the CPSU Central Committee and the USSR Council of Ministers "On Measures for Strengthening State Aid to Families With Children." The speaker went on to say that the present stage of development of population in our country is characterized by the transition to the intensive type of reproduction which has a low level of mortality and a relatively low birth rate. This process takes place by virtue of objective patterns that are conditional upon the entire course of social and economic development of society. In addition, there are also reserves for further reducing both general and infant mortality. As regards the birth rate, it is declining slowly in union republics of the European part of the country and is tending to stabilize. In the Central Asian union republics, the birth rate is only now beginning to decline. The decline of the birth rate, if it threatens the normal reproduction of the population, cannot be perceived as a positive phenomenon. There is a need for an optimal population reproduction routine which can be secured in all economic regions of the nation.

Demographic policy is a component part of the program of social development and the program for raising the people's living standard. It includes measures for strengthening the family and the broad dissemination of demographic knowledge. Demographic policy in socialist society is based on humanism and democracy. A component part of this policy is a system of measures promoting a certain reproduction of the population that is accompanied by the improvement of the population's living standard, by the betterment of its health, by the raising of its educational and cultural level, etc. The speaker also described basic measures contained in the previously mentioned decree of the CPSU Central Committee and the USSR Council of Ministers. Measures of demographic policy, despite its general social orientation, must be differentiated depending on the specific conditions of each region and republic. The implementation of the broad social program outlined by the 26th CPSU Congress, particularly in the area of demographic policy, will promote the normalization of the demographic situation in all regions of the nation and will secure the further development of the productive forces.

The paper presented by Professor D. Valentey, doctor of economic sciences, and Professor A. Kvasha, doctor of economic sciences (Moscow State University im. M. V. Lomonosov) was devoted to theoretical problems of demographic policy. The paper emphasized that demographic policy has been, is now and will be an element of the state's social policy.

Soviet demographic science is pivotal to all Marxist-Leninist population studies. In recent years, the subject of these studies has been defined as research (based on dialectical materialist methodology) of the patterns of population reproduction in its social and historical conditionality. It must be noted that this has been promoted by the improvement of its informational basis: improvements in current population statistics; a number of demographic surveys; and, of course, population censuses (particularly the censuses conducted in 1970 and 1979) by the USSR Central Statistical Administration according to a broad program.

A number of social and natural sciences have been increasingly expanding their population research.

Basic tasks in population research stemming from the resolutions of the 26th CPSU Congress were examined in detail: (1) the entire aggregate of questions associated with the implementation of an effective demographic policy; (2) the further investigation of problems in demographic theory; (3) criticism of bourgeois population concepts and demographic policy. The interrelation of these tasks was noted; the further development of demographic science must be closely coordinated with the practical tasks involved in the implementation of demographic policy; the criticism of bourgeois concepts is important not only in the ideological struggle but also in the consistent development of demography.

Four basic directions were identified and examined in connection therewith in the interest of systematizing the basic population problems stemming from the resolutions of the 26th CPSU Congress: 1--scientific support for an effective demographic policy; 2--the strengthening of interdisciplinary research; the development of a system of information about population; 3--the development of Soviet demographic science; 4--criticism of bourgeois demographic concepts; the party spirit of Soviet demographic research.

L. Rybakovskiy, doctor of economic sciences, (Institute of Sociological Research of the USSR Academy of Sciences) presented a paper ("Current Problems in USSR Migration Policy") in which he noted in particular that there had been a number of substantial changes in migration processes in recent decades. The most significant of these changes were in the Seventies. First, the migration of population from regions with a manpower shortage diminished; second, the migration of the population from the eastern and northern regions of the nation diminished; third, the intensity of migration of the rural population to the cities declined appreciably by the end of the Seventies; fourth, even though migration processes in large cities are improving the demographic situation in them, since most of the incoming migrants are young, they nonetheless lead to the superfluous migration of the population from small, medium-size and large cities; and fifth, the population began migrating from all Central Asian republics in the Seventies.

Notwithstanding certain positive changes in the migration of the Soviet population during the 10th Five-Year Plan, the speaker said, these processes on the whole still do not answer the need to develop the nation's economy. First of all, the migration of the population from a number of Siberian regions continues.

At the present time, the most negative feature with regard to the socio-economic development of the nation is the unceasing migration of the population from regions suffering a labor shortage to regions with a labor surplus where population growth is to considerable degree due to intensive natural growth.

Accordingly, it becomes important to elaborate scientific principles and concrete practical proposals on the effectiveness of migration policy and on the regulation of territorial migration of the population. Research on the most important regional problems of migration includes the study: of conditions promoting the stabilization of the population in the central part of the nation; ways of increasing the retention rate of newcomers in the northern and eastern parts of the RSFSR; possibilities and factors involved in encouraging the migratory mobility of the rural population of Central Asian republics and the Transcaucasus.

Yu. Paleyev, chief of a subdepartment of USSR Gosplan, delivered a paper on "Improving the Planned Control of Social and Demographic Processes of Development." He discussed in detail questions pertaining to the implementation of resolutions of the 26th CPSU Congress on securing an effective demographic policy; and problems involved in controlling social demographic processes at various levels of planning.

Given the increasingly social and long-term orientation of planning, it becomes especially important to increase the level of reliability of demographic forecasts at the national and especially the territorial level, in elaborating the theory and practice of regulation of migratory processes between regions of the nation and also between town and country. The raising of the effectiveness of demographic policy is associated with the improvement of the system of plan indicators of social development, with the scientific substantiation of norms, with the more precise orientation of plans of economic and social development toward the realization of tasks of social and demographic development.

Professor V. Kostakov, doctor of economic sciences, (Scientific Research Economics Institute under USSR Gosplan), presented a paper on "Problems of Coordinating the Use of Labor Resources With the Objectives of Demographic Policy." The last two decades, which have been noteworthy for significant changes in employment, especially female employment, showed that the use of labor resources noticeably influences demographic processes and the reproduction of the population. Therefore the use of labor resources is an important instrument of effective demographic policy. The able use of this instrument requires studying the interaction of the employment of the population with demographic development. There is even greater latitude for scientific activity. Several most important directions of research in the given area can be noted.

Thus it is desirable to study the use of labor resources through the "prism" of the family. It is specifically the family that determines who shall work and how much they shall work, when to have children and how many children to have with due regard to the woman's work.

We must investigate labor activity and the level of people's employment throughout their lifetime: when studies give way to work; when labor activity is to be interrupted and for how long; and the age when it is most often necessary to change occupations and jobs.

Special attention is merited by the interaction of employment and demographic processes in connection with the intensification of production. Technology must unquestionably make working conditions healthier, must "adapt" in every way to people of different age, sex and physical potential and must first and foremost penetrate areas where the employment of women and the aged is especially high. Under the conditions of intensification, it is also important to intensify work, to compact working time and to observe labor discipline strictly. Highly organized production and labor are an important means of combating such a phenomenon as alcoholism.

Research on the vocational preparedness of workers for types of activity that are particularly closely connected with human health -- medical personnel, day care nursery, kindergarten and public catering personnel -- has become exceptionally important.

There is a need for the in depth elaboration of the problem of using labor resources of various social and demographic groups (youth, females, males, middle aged people, and people of pre-pension and pension age).

A. Volkov, candidate of economic sciences, (Scientific Research Institute of the USSR Central Statistical Administration) delivered a paper on "The Family as the Object of Demographic Policy." He referred to the fact that the strengthening of the family was named in the resolutions of the 26th CPSU Congress as one of the first directions of effective demographic policy and characterized basic trends in the demographic development of the family in our country (the relatively low level lifelong bachelorhood and spinsterhood, the increase in the number of young families in recent years, the existence of local disproportions in the number of men and women, the increase in the number of people living outside a family, the increase in the number of single-parent families consisting of mothers and children as a result of the difficulty divorced and widowed women have remarrying, and the increase in the number of small families).

The profound social and economic changes that have taken place in our country have led to the transformation of the family and to substantial change in its social functions. The family that is typical of the greater part of the country is the small urban family in which both spouses usually work outside the home. The source of the family's livelihood is the personal labor of each family member. They live together and spend their leisure time together for the most part. Outside the family,

each family member is involved in various nonfamily institutions that influence his behavior. This type of family corresponds to the contemporary organization of social production with a high degree of socialization and division of labor, with the specific conditions of the urban way of life. The transformation of the family is a natural consequence of socialist industrialization and urbanization, of change in the status of women, and of the transformation of marriage into a voluntary union of equal partners. Together with changes in the functions of the family, there have also been changes in the character of relations within the family, in the role of children in the family and in the role of the family proper in the system of society's values. The family has become more vulnerable and fragile. The speaker examined the family as the specific object of demographic policy and indicated the direction this suggests for action to assist the family. In his opinion, the most important prerequisites to strengthening the role of the family are: to emphasize the role of the family and to rear children in the system of society's social values; the unconditional recognition of labor entailed in giving birth and in rearing children through socially useful work; and the elimination of the negative attitude toward the family and family life as something contradictory to the interests of production. At the same time, the family must not be regarded merely as a supplier of labor power and the low birth rate must not merely be regarded as a threat to the growth of labor resources in the future. The family and children are one of the highest moral values of socialist society and are an integral part of the socialist way of life. The low birth rate leaves unsatisfied one of the most important spiritual requirements of people. If we make it easier for families to have the desired number of children primarily through the rational combination of maternal functions with the participation of women in social production we will thereby promote the unity of the demographic interests of the family and society. The speaker also emphasized the need to develop a model of the family of the future as a guidepost in demographic policy, to expand research on the family, and to adopt a long-term comprehensive program to develop and strengthen the family.

The conference worked in seven sections: "Theoretical Problems of Demographic Policy," "Improvement of Demographic Policy in the Formation and Development of the Family," "Demographic Policy and Strengthening the Population's Health," "Problems of Reproduction of Labor Resources in the System of Demographic Policy," "Current Problems of Migration Policy in the USSR," "Resettlement Problems and the Implementation of Demographic Policy," and "Regional and Organizational Aspects of Demographic Policy: Theory and Practice."

In the sections, survey-type reports were presented by: V. Steshenko, candidate of economic sciences (Institute of Economics of the UkSSR Academy of Sciences); I. Gerasimova, candidate of economic sciences (Central Mathematical Economics Institute of the USSR Academy of Sciences); M. Bednyy, doctor of medical sciences (RSFSR Ministry of Health); V. Onikiyenko, doctor of economic sciences (Council for the Study of the Productive Forces, UkSSR Academy of Sciences); L. Makarova, candidate of economic sciences (Institute of Sociological Research, USSR Academy of Sciences); G. Ftomov, doctor of economic sciences (Council for the Study of the Productive Forces, UkSSR Academy of Sciences); and S. Pirozhkov, candidate of economic sciences (Institute of Economics, UkSSR Academy of Sciences).

Sections and plenary sessions discussed important problems of demographic policy, the tasks of planned control of social and demographic development, and directions of improving the demographic policy of socialist society. They concentrated on questions of demographic policy in the formation and development of the family, in strengthening the population's health, on regional problems of population reproduction, etc.

The conferences adopted recommendations which when implemented will promote the further development of demographic science and the elaboration of measures to promote socialist demographic policy.

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